

SURVEY OF MANPOWER AND EMPLOYMENT STATISTICS
(Including Numbers in Armed Forces)

OCTOBER, 1943.

NOTE: (1) As this memorandum contains secret data as to Defence Forces and total manpower position, its circulation is limited to a small list of officers who have occasion to use it. Numbers in Defence Forces must not be published in any way and the document must be carefully safeguarded.

(2) The statistics herein are as at the end of October, 1943. Future issues will appear about eight weeks after the end of the month to which they relate.

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1. Employment and Enlistments: The following table shows, as at the end of July, 1939, July, 1941, November, 1941, and each month from October, 1942, to October, 1943, the estimated number of persons employed as wage and salary earners in industry (excluding rural and household domestic) and the net enlistments in the Defence Forces since the commencement of the war. "Net Enlistments" represents the net number of persons taken into Defence Forces and not subsequently discharged into civil life.

AUSTRALIA - Wage Earners Employed in Industry and Total
Net Enlistments in Defence Forces.

	Wage Earners Employed in Industry (excluding rural & household domestic) (a)			Total Net Enlistments in Defence Forces (b)			Total (excluding wage earners in rural industry & household domestic service)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
1939 - July ..	1306.0	420.5	1726.5	-	-	-	1306.0	420.5	1726.5
1941 - July ..	1385.1	515.2	1900.3	321.1	0.2	321.3	1706.2	515.4	2221.6
November ..	1396.2	537.4	1933.6	378.5	3.6	382.1	1774.7	541.0	2315.7
1942 - October ..	1299.3	573.9	1873.2	644.2	27.8	672.0	1944.0	606.7	2550.7
November ..	1297.1	584.2	1881.3	651.9	30.2	682.1	1949.0	614.4	2563.4
December ..	1292.7	587.8	1880.5	656.0	32.7	688.7	1948.7	620.5	2569.2
1943 - January ..	1293.7	587.0	1880.7	661.5	36.0	697.5	1955.2	623.0	2578.2
February ..	1293.6	593.1	1886.7	665.9	38.2	704.1	1959.5	631.3	2590.8
March ..	1292.3	599.6	1891.9	670.2	40.3	710.5	1962.5	639.9	2602.4
April ..	1284.1	600.4	1884.5	674.7	41.8	716.5	1958.8	642.2	2601.0
May ..	1283.9	601.4	1885.3	678.7	43.3	722.0	1962.6	644.7	2607.3
June ..	1282.7	605.2	1887.9	681.7	44.7	726.4	1964.4	649.9	2614.3
July ..	1278.5	608.4	1886.9	684.3	46.0	730.3	1962.8	654.4	2617.2
August ..	1279.1	610.8	1889.9	684.7	47.1	731.8	1963.8	657.9	2621.7
September (c) ..	1276.3	611.3	1887.6	685.3	47.9	733.2	1961.6	659.2	2620.8
October ..	1278.9	614.2	1893.1	684.5	48.1	732.6	1963.4	662.3	2625.7

(a) Includes employees of Allied Works Council and Allied Governments, in addition to all other workers engaged in production of war materials and services. A.W.C. employees first appeared in May, 1942, and numbered approximately 47,000 in October, 1943.

(b) See Section 5 of this Survey for fuller details of these figures. They represent "Gross Enlistments" less discharges and include dead, missing, prisoners of war and wounded. Figures as to enlistments, discharges, etc., in respect of Army are in process of revision, and the figures herein will be amended when check is complete.

(c) Revised since last issue.

The main features of the October, 1943, figures may be summarized as follows:- Compared with the previous month, there was a reduction in the Forces in October of 800, but males employed in non-rural industry showed an increase of 2,600. During the year ended October, males in the Forces or employed in non-rural industry increased by 19,400, the Forces showing a net increase of 40,300 and non-rural employment a net decrease of 20,900.

Females: Total females employed in industry (excluding rural and household domestic) and in the Defence Forces increased by 3,100 in October. The monthly increase during the twelve months ended October, 1943, averaged 4,600. The number of females taken into the Forces in October was 200 compared with an average monthly increase of 1,700 during the twelve months ended October, and the increase in civil employment was 2,900 in the month compared with an average of 2,900 during the preceding twelve months.

2. **Employment (excluding Rural and Household Domestic):** The numbers of persons employed in July, 1941, November, 1941, and each month October, 1942, to October, 1943, (as shown in the first three columns of the previous page) are dissected in the following table into four main groups of employment.

AUSTRALIA - Wage Earners Employed in Industry.
(Excluding Rural and Household Domestic)
(For totals for each month see page 1)

End of Month	Governmental Munitions, Air- craft, Ship- building			Other Factories and Workshops			Other Govern- mental (a)			All Other (a)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.	M.	F.	T.
	'000	'000	'000	'000	'000	'000	'000	'000	'000	'000	'000	'000
1941 - July ..	51.4	8.7	60.1	486.9	179.9	666.8	306.0	62.6	368.6	540.8	264.0	804.8
November ..	59.7	11.2	70.9	495.6	187.0	682.6	306.5	66.4	372.9	534.4	272.8	807.2
1942 - October ..	85.8	29.0	114.8	466.6	187.7	654.3	324.5	86.4	410.9	422.9	275.8	698.7
November ..	87.0	30.8	117.8	466.1	188.1	654.2	323.1	87.4	410.5	420.9	277.9	698.8
December ..	88.4	32.6	121.0	462.4	187.5	649.9	320.0	89.3	409.3	421.9	278.4	700.3
1943 - January ..	90.8	34.1	124.9	462.4	187.6	650.0	320.8	90.5	411.3	419.7	274.8	694.5
February ..	91.1	36.3	127.4	463.3	189.8	653.1	320.3	91.9	412.2	418.9	275.1	694.0
March ..	92.0	38.2	130.2	464.4	192.2	656.6	318.7	93.3	412.0	417.2	275.9	693.1
April ..	92.0	38.9	130.9	463.0	191.1	654.1	315.9	94.6	410.5	413.2	275.8	689.0
May ..	91.9	39.8	131.7	463.7	189.8	653.5	314.0	95.7	409.7	414.3	276.1	690.4
June ..	90.9	39.4	130.3	463.5	190.5	654.0	314.6	99.0	413.6	413.7	276.3	690.0
July ..	89.9	39.0	128.9	463.1	190.3	653.4	314.0	102.4	416.4	411.5	276.7	688.2
August ..	88.4	38.2	126.6	464.2	191.0	655.2	314.5	104.3	418.8	412.0	277.3	689.3
September ..	87.9	37.1	125.0	463.5	191.6	655.1	314.1	104.4	418.5	409.7	277.8	687.5
October ..	86.4	37.0	123.4	465.7	191.5	657.2	315.2	105.7	420.9	411.6	280.0	691.6
Increase since November, 1941.												
Number ..	26.7	25.8	52.5	29.9	4.5	-25.4	8.7	39.3	48.0	122.8	7.2	-115.6
Per Cent ..	44.7	230.3	74.1	-6.0	2.4	-3.7	3.0	59.2	12.9	-23.0	2.6	-14.3

(a) Allied Works Council employees are included with "Other Governmental" or "All Other" according to whether they were working for Governmental authorities or private contractors. The increase in "Other Governmental" after November, 1941, is due to the inclusion of these men, but the subsequent decline of the "Other Governmental" figures for males shows that the necessarily large increase of public employment for war purposes has been offset by curtailment of the numbers of males in less essential governmental activities. Employees of Allied Governments are also included with "Other Governmental".

The figures at the foot of the table show absolute amounts (in thousands), and percentages of increase in employment since the end of November, 1941, indicating the trend of employment in various groups since war was commenced in the Pacific. Munitions, aircraft and shipbuilding showed a steady growth in the total for both sexes until April, 1943. Male employment in munition factories increased rapidly until July, 1942, but after that date, the monthly increase slackened off, and since April, 1943, about 5,600 men have been released. Female munition workers continued to expand until May, 1943, but 2,800 women have been released since that date. Male workers in other factories and workshops were increasing when war with Japan started, but then commenced to decline and by the end of 1942 had decreased by 33,000. Since that time there has been little movement. Male workers in Government munitions factories expanded by 23,700 between November, 1941 and December, 1942, but have declined since by 2,800. (Of course a very large proportion of the workers remaining in private factories have been transferred to war contracts.) Female workers in other factories and workshops have remained very steady since November, 1941, and are only 4,500 above the November 1941 level. Governmental services other than munition works increased slightly until April, 1942, but the large increase in May, 1942 was due to the inclusion of such Allied Works Council employees as were working directly for Governmental authorities. Since May, 1942, males in this group have decreased by 11,300. The number of females in Government services has increased fairly steadily and in October, 1943, stood at 59 per cent above the November 1941 level. Males in "all other industries" reached a peak in September 1941, and the decline in subsequent months placed October, 1943, at 23 per cent below November, 1941. This fall has meant the releasing of 123,000 men for the Armed Forces. Females in "all other industries" showed a slight tendency to increase until April, 1942, but remained fairly steady after that date.

SECRET

Summing up, it may be said that from November, 1941, to May, 1943, munition etc. works required 32,200 extra men and 28,600 extra women, but have subsequently released 5,500 men and 2,800 women. Between November, 1941 and October, 1943 other Government activities absorbed 8,700 extra men and 39,300 women, while other factories and workshops released 29,900 men, and all other industries released 122,800 men. Female employment in industries other than munition etc., works and other government activities, expanded by 11,700.

3. Summary of Manpower Statistics - Australia: The following table shows for October, 1943, the number of males and females enlisted in the Defence Forces, those engaged as wage or salary earners in civil occupations other than rural and household domestic pursuits, and unemployed wage and salary earners. Comparison of the changes in each of these groups from pre-war conditions (July, 1939) and from November, 1941, is also made. The three centre columns show figures for the complete period since the commencement of war, while the three right-hand columns show that part of the change which has occurred since the entry of Japan into the war.

AUSTRALIA - Summary of Manpower Statistics as at October, 1943.

Particulars	Totals as at end of October 1943			Increases					
				July 1939 to October 1943 (Whole War Period)			November 1941 to October 1943 (Pacific War Period)		
	M.	F.	T.	M.	F.	T.	M.	F.	T.
(i) <u>Defence Forces - Gross enlistments less discharges since commencement of war</u> (a)	'000	'000	'000	'000	'000	'000	'000	'000	'000
	684.5	48.1	732.6	684.5	48.1	732.6	306.0	44.5	350.5
(ii) <u>Wage and Salary Earners employed, other than rural & household domestic workers:</u>									
Munitions, Aircraft, Ship-building (Governmental) ..	86.4	37.0	123.4	75.8	35.9	111.7	26.7	25.8	52.5
Other Factories and Workshops	465.7	191.5	657.2	39.1	44.4	83.5	- 29.9	4.5	-25.4
Other ..	726.8	385.7	1,112.5	-142.0	113.4	- 28.6	-114.1	46.5	-67.6
<u>Total:</u>	1,278.9	614.2	1,893.1	- 27.1	193.7	166.6	-117.3	76.8	-40.5
(iii) <u>Unemployed through sickness, accident, unfitness and lack of work</u> (b) ..	28.7	16.0	44.7	-235.3	-18.0	-253.3	- 45.2	-3.3	-48.5
<u>TOTAL DEFENCE FORCES EMPLOYEES AND UNEMPLOYED:</u>	1,992.1	678.3	2,670.4	422.1	223.8	645.9	143.5	118.0	261.5
(iv) <u>Normal Increase in Wage and Salary Earners:</u> (c)	-	-	-	75.5	41.0	116.5	29.3	20.7	50.0
(v) <u>Persons drawn from "not gainfully occupied" groups</u> (d) employers and self-employed and from rural and private domestic wage earners ..	-	-	-	346.6	182.8	529.4	114.2	97.3	211.5

Notes to above table:

- (a) Defence Forces include enlistments since the commencement of war only. Fuller details are given in Section 5 of this summary. The relatively small number of permanent forces are included in "other" wage and salary earners employed - Item (ii) of above table. See footnote (b) to table on page 1.
- (b) Unemployed wage and salary earners include all those not in employment on account of sickness, accident, unfitness and lack of work. Sickness and accidents are responsible for over 40,000 of the total unemployed shown above. The figures are approximate estimates only, as no exact records are available.
- (c) Normal increase in wage and salary earners is the estimated increase in the number of available wage and salary earners which would have been expected had the trends of recent pre-war years been continued.
- (d) "Not gainfully occupied" groups include independents, retired persons, women previously not gainfully occupied, children who commence wage-earning earlier than they would in normal times, and persons who delay their retirement from wage-earning occupation.

It will be seen that since July, 1939, 732,600 persons have been absorbed by the Defence Forces while 166,600 have been absorbed into industries other than rural and private domestic service. This total of 899,200 has been drawn from - (a) unemployed wage and salary earners, the decrease of whom has contributed 253,300 persons; (b) normal increase of wage and salary earners amounting to 116,500 persons, and (c) persons not gainfully occupied, (including retired persons who have become wage earners and wage earners who have delayed retirement), employers and self-employed persons who have become salary and wage earners, and rural and private domestic wage earners who have entered the Forces or transferred to other industry. This latter group has contributed 529,400 persons.

Men engaged in the Forces and Industry have increased by 657,400 and women by 241,800 since the outbreak of war. The males were obtained from the following sources:- unemployed, 235,300; normal population increase, 75,500; and drawn from rural industry, self-employed, and "independent" persons, 346,600. Of this latter group it is estimated that approximately 83,000 came from rural wage earners, 58,000 from other rural workers, 120,000 from employers, workers on own account, and helpers, and 85,000 from males who would not otherwise have been gainfully occupied. All the increase went into the Forces with the addition of 27,100 released by industry. The females came principally from unoccupied women and women in private domestic service (and a few self-employed), 182,800, while normal increase yielded 41,000 and unemployed 18,000.

The next table summarizes the salient features of the foregoing analysis for males and females separately in three periods:- (a) July, 1939, to November, 1941 - the period of war prior to the entry of Japan; (b) November, 1941, to November, 1942 - the first twelve months of the Pacific War and (c) the first eleven months of the second year of war in the Pacific.

Particulars	Total for each Period			Average per month		
	July 1939 to Novem-ber 1941 (28 Mths)	Nov. 1941 to Novem-ber 1942 (12 Mths)	November 1942 to Oct.1943 (11 Mths)	July 1939 to Novem-ber 1941 (28 Mths)	Nov.1941 to Novem-ber 1942 (12 Mths)	November 1942 to Oct.1943 (11 Mths)
<u>MALES (Thousands)</u>						
Increase in Defence Forces(a) ..	378.5	273.4	32.6	13.5	22.8	3.0
Increase in employment in in-dustry (other than rural) ..	90.2	-99.1	-18.2	3.2	- 8.3	- 1.7
<u>Total Increase in Forces and Industry:</u>	468.7	174.3	14.4	16.7	14.5	1.3
The source of this increase was:-						
(i) Decrease in unemployed ..	190.1	43.4	1.8	6.8	3.6	0.2
(ii) Normal increase in Wage and Salary earners ..	46.2	14.9	14.4	1.6	1.2	1.3
(iii) Drawn from other groups(b)	232.4	116.0	- 1.8	8.3	9.7	- 0.2
<u>FEMALES (Thousands)</u>						
Total increase in Defence Forces and industry (other than rural and household domestic) ..	120.5	73.4	47.9	4.3	6.1	4.3
The source of this increase was:-						
(i) Decrease in unemployed ..	14.7	3.2	0.1	0.5	0.3	0.0
(ii) Normal increase in wage and salary earners ..	20.3	10.5	10.2	0.7	0.9	0.9
(iii) Drawn from other groups (b)	85.5	59.7	37.6	3.1	5.0	3.4

(a) See explanation of net enlistments in Section 5 on page 5 hereof. See also footnote (b) to table on page 1. (b) As defined in (v) in previous table.

During the first period of the war, males engaged in the Forces and Industry were increasing at an average rate of 16,700 per month; the monthly increase fell to 14,500 in the first year, and to 1,300 in the first eleven months of the second year of the Pacific War. Entries into the Forces, however, averaged 13,500 monthly for the first period, rose to 22,800 in the first year of Pacific War, but averaged only 3,000 in the subsequent eleven months. Diminishing unemployment was yielding 6,800 monthly in the early part of the war, 3,600 per month during the first year of the Pacific War, but little thereafter. Men drawn into the Forces and Industry from other groups at first averaged 8,300 monthly, rose to 9,700 in the twelve months after Japan entered the War, but these other groups have now ceased to provide manpower.

Women commenced to be recruited for the Forces about the middle of 1941. They averaged only 800 per month from July to November, 1941, but in the next twelve months averaged 2,200 per month, and in the eleven months December, 1942, to October, 1943, averaged 1,600. Those entering industry averaged about 4,000 each month prior to November, 1941, during the next twelve months they averaged 3,900 and in the eleven months December, 1942, to October, 1943, averaged 2,700. The largest sources of additional female labour were unoccupied women, women engaged in private domestic service, and employers and self-employed women. These sources provided 3,100 per month in the early part of the war, 5,000 per month in the twelve months after November, 1941, and 3,400 per month during the eleven months ended October, 1943.

4. Summary of Manpower Statistics - States: A complete check of Army records has disclosed necessity for appreciable revision in figures as to enlistments, discharges, etc., for some States. Pending completion of the check, figures hitherto published in this section are discontinued.

5. Defence Forces: The numbers of persons enlisted in the Defence Forces since the commencement of war are summarized from official records in the following statement. The gross enlistments are shown in the first column while the second column represents the net number taken into Defence Forces and not discharged. It includes deaths, missing, prisoners of war and wounded. This total is the significant figure for manpower purposes and has been used in the preceding tables. It shows the net extent to which the Defence Forces have drawn men and women from civil life. Actually it may be a little understated, as some of the persons included as discharges are probably incapacitated, and not fit to resume civil occupations.

TOTAL DEFENCE FORCES - AUSTRALIA.

Enlisted from commencement of War to 31st October, 1943.
(Full time continuous duty)

Services	Gross Enlistments	Net Enlistments
<u>MALES</u>		
Military - A.I.F. (a)	422,382(b)	370,627(b)
Militia (including Garrison)(a)	242,583(b)	139,832(b)
V.D.C.	4,633(b)	3,086(b)
Air - R.A.A.F.	161,797	142,358
Naval - R.A.N. and R.A.N.A.S.	31,658	28,591
<u>TOTAL MALES -</u>	<u>863,053</u>	<u>684,494</u>
<u>FEMALES</u>		
Military - Nurses, A.I.F. (a)	2,818	2,623
Nurses, Militia (a)	1,363	553
A.A.M.W.S. - A.I.F. (a)	2,787	2,644
A.A.M.W.S. - Militia (a)	3,358	2,974
A.W.A.S.	21,078	19,744
Air - W.A.A.A.F.	21,168	17,377
R.A.A.F. Nursing Service	413(b)	413
Naval - W.R.A.N.S. and R.A.N.N.S.	1,809	1,809
<u>TOTAL FEMALES -</u>	<u>54,794</u>	<u>48,137</u>

(a) These figures allow for transfer from Militia to A.I.F. units.

(b) Approximate, subject to revision. As to Army figures, see footnote (b) to table on page 1.

The largest increase during October in the net figures for males occurred in the R.A.A.F. (2,100). The A.I.F. total increased by 3,500 but this increase was chiefly due to transfers from the Militia, as the total of the A.I.F. and Militia together declined by 3,000 compared with September. The Navy increased by 200. Amongst females the most important change was an increase of 300 in the net number of W.A.A.A.F., while the A.A.M.W.S. increased by 100. The only other significant changes during the month were an increase of 70 in the Naval Women's Services and an increase of 60 in the A.W.A.S.

Net Enlistments by States: A complete check of Army records has disclosed necessity for appreciable revision in figures as to enlistments, discharges, etc., for some States. Pending completion of the check, figures hitherto published in this section are discontinued.

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15th January, 1944.